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GROUP BEHAVIOUR & TEAM WORK

Organizational Behaviour

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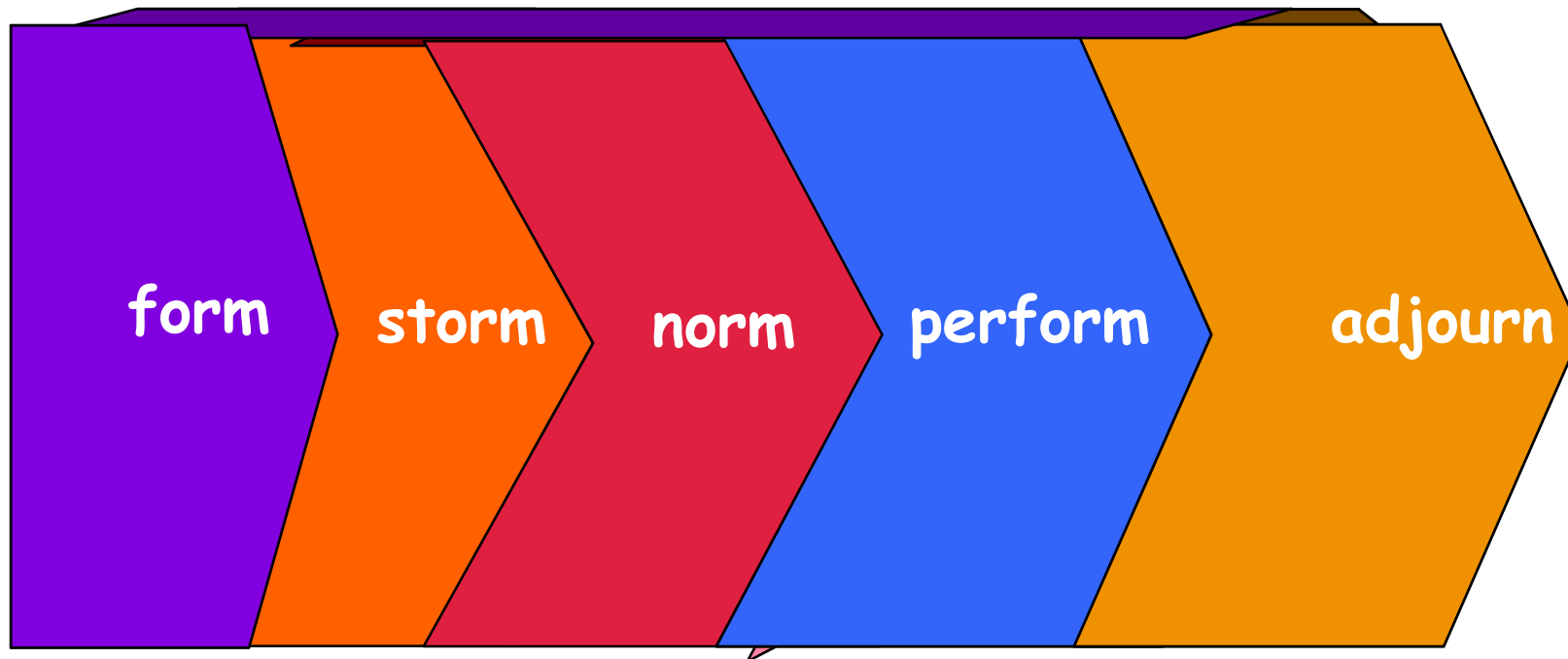
SESSION OBJECTIVES

- To understand some basic group concepts
- To understand how groups work
- To learn how to be an effective team player

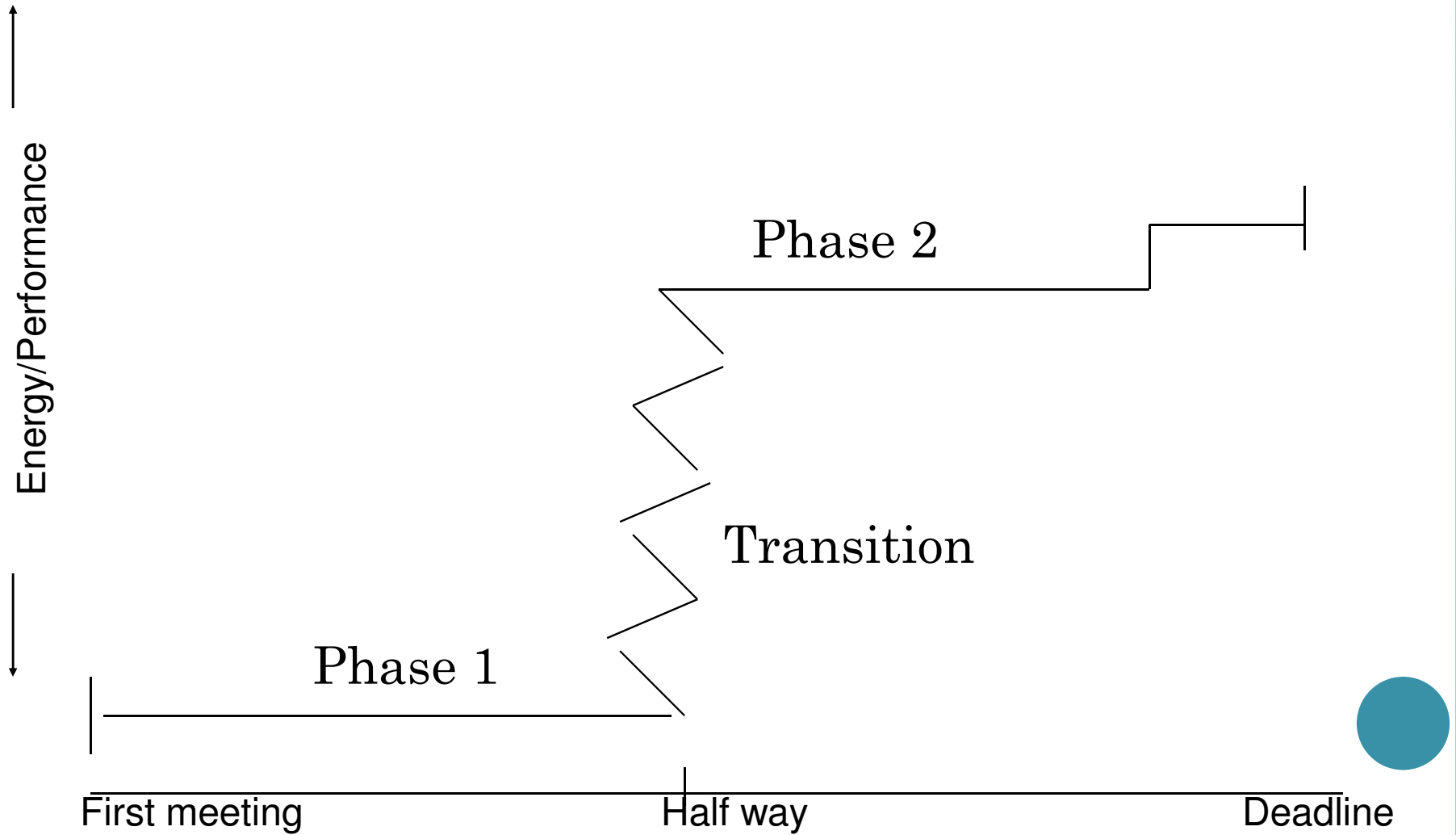
GROUPS

- Interacting
- Interdependent
- Formal / informal
- Command / task or interest

TUCKMAN'S MODEL



PUNCTUATED EQUILIBRIUM MODEL



GROUP PROPERTIES

- Roles
- Role Identity
- Role Perception
- Role Expectation
(psychological contract)

NORMS & CONFORMITY

- Performance
- Appearance
- Social arrangement
- Resource allocation
- Conformity higher in collectivist cultures



OTHER FACTORS

- Status
- Culture
- Size
- Cohesiveness

BARRIERS TO PERFORMANCE

- Group think
- Lack of trust
- Deviant behaviour
- **Groupshift**

TEAMWORK

- Activity (Good for us)
 - Self-assessment
 - Group activity
 - Team assignment
- (Case Incident 2 pg. 331)

THANK YOU

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